UFL NEWS

A Newsletter of the University Federation of Librarians, Berkeley Campus, AFT Local 1795
Representing librarians at the University of California, Berkeley

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UNIVERSITY PROPOSAL JEOPARDIZES LIBRARIAN CAREER STATUS

The Librarian's Union, currently bargaining with the University on the Layoff Article (VII), has been confronted by a University proposal which would break down campuses into many separate and distinct units of layoff. For Berkeleyan librarians there would be 10 units in the Library. For example, Moffitt Library would be one unit, the Catalog Department one unit, the Collection Development/Reference Services one unit. Each Affiliated Library (formerly Non-Generals) would be a separate unit. This means a 30-year librarian employee of the University could be laid off even as a new librarian was being hired in another "unit" with no requirement to consider the veteran for the new position. This proposal flies in the face of the past and current practice of rotational and temporary assignments and jobs split between two different departments in the Library. It ignores library-wide committees and organizations for all librarians at the University. Please see the current issue of LIBRARIAN'S ADVOCATE (Summer, 1988) for an update on reopener activities. We need to be aware of what is happening at the bargaining table. We are all affected. If you are not a member of the union and have been thinking of joining, now is the time to do it.

NO PARKING INCREASES

Debra Harrington of the Labor Relations Office has sent us the word that there should be no changes in eligibility requirements for parking permits for librarians this year. In addition, there are no anticipated increases in overall parking rates. However, an increase in night parking rates is being contemplated.

CHILDCARE SERVICES AND PARENTAL LEAVE–IT'S TIME

In the fall of 1987 Vice Chancellor Daniel Boggan appointed a Task Force on Childcare Services. It is composed of members of the faculty and staff (UFL Local President Susana Hinojosa is a member) and is chaired by Professor Judith Gruber. During March of 1988 the Task Force distributed an "Academic Childcare Needs Assessment Survey" to randomly selected faculty and staff. If you received and returned the survey you have made known your needs to the Task Force. If not, please feel free to let your UFL Local know what your childcare needs are and how you think the University might be able to help. Some possible ways to help are paid or unpaid maternity, paternity or parenting leave, an on-campus day care center, and reimbursement for child care expenses. Speaking of parental leave, federal legislation has been introduced to provide job-protected, unpaid "family leave" for a seriously ill child or parent. The American Federation of Teachers and the AFL-CIO have strongly supported this long-overdue legislation, noting that the United States is one of the few industrialized nations that is without a national policy on parental leave.

If you have comments or questions about the Task Force on Childcare Services contact Susana Hinojosa.

KNOW YOUR STATE DISABILITY BENEFITS

As part of a special educational campaign initiated by the Employment Development Department our Local has received an information packet on the benefits of California's pioneering disability insurance program which is available to eligible workers (that's us) "suffering a loss of wages when they are unable to perform their usual work because of non-occupational illness or injury, or pregnancy. Work-connected disabilities are covered by workers' compensation laws." Only six states and the territory of Puerto Rico provide such coverage. As of January 1, 1988, California now provides benefits to recovering alcoholics and those recovering from drug-induced illnesses. During 1987 the program paid $218 million on pregnancy claims. Those claims constituted 20% of the total claims filed. If you would like to see the information packet, contact your union rep.

Cal-OSHA LIKELY TO QUALIFY FOR BALLOT

A broad coalition of organizations led by the California State Federation of Labor AFL-CIO has virtually assured that an initiative to restore the state's Occupational Safety and Health Agency (Cal-OSHA) will be on the November 2, 1988 ballot. Petitions with over 724,000 signatures were turned in at the end of April. The initiative seeks to restore funding that was wiped out by Governor Deukmejian last July. The state program was then replaced by the federal agency which was already suffering serious budget cuts and has lower safety standards than California's agency had.

CARE–CONFIDENTIALLY YOURS

Do you find the stress of campus life too much to take at times? Do you have emotional concerns, family and relationship difficulties? Do you just need to sit down and talk to a sympathetic listener to figure out what's bothering you? Well, there's a program on campus for you. CARE Services (Counseling, Assessment, Referral) is a confidential counseling and referral service which is free to Berkeley faculty and staff. CARE staff provide 1-3 counseling sessions to help you clarify problems and then refer you to appropriate resources if further help is needed. CARE services are located at Cowell Hospital in Room 484. Its hours are 8-5 Monday-Friday and the phone number is 643-7754. Appointments are also available before and after work and during lunch hours. There is no relationship between the CARE program and the Personnel Office so you may discuss

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UFL News is produced by the Executive Committee of the University Federation of Librarians, Berkeley Campus, AFT Local 1795, a part of University Council-AFT, representing Faculty, Librarians and Academic Researchers of the University of California.

Members of the Executive Committee are:

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Ken Logan S/SEA Library
Bill Whitson Moffitt Library
Lillian Castillo-Speed Chicano Studies Library

Central Labor Council Representatives
Charles Shain Environmental Design Library
Laurel Burley

freely any problem which may affect your work. If you have any comments positive or negative about this program, the Union would like to know--of course, all comments will be kept in strict confidence.

MORE THAN MEETS THE EYES

Women working at VDT computer terminals for more than 20 hours a week during pregnancy suffered miscarriages at nearly twice the rate of pregnant working women not employed on VDTs. This is according to a study conducted by Kaiser Permanente Medical Care Program released this June. These findings contradict arguments by employer and industry lobbyists who regularly have persuaded legislators to vote against VDT worker protections. There are no health and safety standards for computer terminal workers and very few studies have been conducted. In fact, it was revealed that the Kaiser team was not even conducting a study on VDTs when the correlation became apparent. Instead, they were trying to find a connection between the spraying of the pesticide malathion during the Mediterranean fruit fly infestations of 1981-82 and adverse affects to pregnancy. Surveys included questions about work and VDT use and the link between miscarriages and VDTs showed up during subsequent analysis. Do you use a terminal for more than 20 hours a week? If you feel there is a need for health and safety standards at your work site, please let us know.

PASS THEM BY

What do the Sixpence Inn Motels, the Red Lion Inn in Sacramento, San Francisco McDonald's Hamburgers, Gaffers & Sattler products and the Mad Hacker Barbershop in Fairfield have in common? They are all on the "We Don't Patronize" list of the California Labor Federation, AFL-CIO. Firms are placed on the list in response to written requests from affiliates and only after approval by the CLF Executive Council. All trade unionists and friends of organized labor are urged not to patronize firms listed there. If you would like to see the complete list of these unfair firms (and there a quite a few!), contact Susana Hinojosa or any other union rep.

FORCE FOR PROGRESS

Our local has received a copy of FORCE FOR PROGRESS, a review of the 1987 session of the state legislature compiled by the California Labor Federation, AFL-CIO. It contains the detailed voting records of each member of the Assembly and State Senate as well as a summary of the legislature's action on measures of importance to working people. Additional copies of the pamphlet are available from Librarian, California Labor Federation, AFL-CIO, 417 Montgomery Street, Suite 300, San Francisco 94104. The cost is $3.00 but you can see our copy for free if you just ask.

ALA SRRT LIBRARY UNION TASK FORCE

Several meetings were held at the ALA Annual Conference in New Orleans by the SRRT Library Union Task Force. Miki Goral and I were able to attend most of the meetings, and I'm pleased to say that this group seems to be revitalizing itself and planning for continued action on librarians in unions.

Draft B-Laws Article 2. Object. Sec. 1 states: "the object of the Library Union Task Force shall be to provide a forum for the discussion of the role and status of collective bargaining in libraries; to act as a stimulus to the association and its various units in making libraries more responsive to the working conditions of librarians and library staff; to present programs, to act as an information network through discussions at the Midwinter and Annual Conferences of ALA, to arrange poster sessions, and carry out other appropriate activities." We certainly fulfilled some of these goals with our meetings in

New Orleans. Discussed at meetings held Sunday and Monday (July 10-11) were the following topics: librarian's experience with the grievance process; professional determination of work schedule; professional determination of development activities, such as conferences.

All members present will exchange contracts, particularly sections/ language dealing with job protection articles, tenure and work schedules. Debate and exchange of information was lively and certainly our plans for the future are ambitious. All present agreed that a program on TIME in all its aspects at the 1988 ACRL Conference to be held in Cincinnati would be very useful. We are very pleased that librarians in unions are being discussed seriously within our professional organizations. Call me for more information.--Susana Hinojosa.

GRIEVANCE UPDATES

Local 1795 has been involved in another long standing grievance on flexible use of time. AGAIN, through a long process our Local has been trying to defend the right of librarians to determine their work schedules to best meet the needs of the job responsibilities and the librarians. The Library Administration has spend countless hours defending a work rule on work schedules and flexible use of time that isn't even available in written form and thus of course not available to the librarians most affected. At the moment, the case is being finalized with a partial victory for the employee union. At this time we have decided not to take this all the way to arbitration. However, we fully intend to keep on discussing the right to flexible and fair schedules for librarians. Information on this issue will continue to appear in this newsletter, the LIBRARIAN'S ADVOCATE, and now in programs at ALA and ACRL conferences. If YOU have questions about your work schedules or have experience problems, please contact a member of your GRIEVANCE COMMITTEE (Bill Whitson, Ken Logan, Charlie Shain).

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